

5 This proposal is being offered as a package proposal with the Compensation Article and the
6 Memorandum of Understanding: Supplemental to Compensation Article.

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8 **MEMORANDUM OF UNDERSTANDING: IMPLEMENTATION OF SALARY PROGRAM FY2020**
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10 **Preamble.** The Parties agree that any salary increase for members of the UAOSU bargaining unit for the
11 fiscal year July 1, 2019 through June 30, 2020 (FY2020) shall be determined and implemented in
12 accordance with the terms below. While the Parties will continue to discuss and negotiate, as part of their
13 ongoing negotiations over their inaugural bargaining agreement, the manner in which bargaining unit
14 members may receive or be eligible for salary increases in future fiscal years covered by that bargaining
15 agreement, the Parties agree that this Memorandum of Understanding serves as the negotiated salary
16 increase for bargaining unit members for FY2020 and that the Parties, therefore, will not negotiate any
17 further on the subject of salary increases for that or prior fiscal years.
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19 **Section 1. Eligibility.** Individuals who held a bargaining unit position on January 1, 2020 (12-month
20 employees) or February 1, 2020 (9-month employees) are eligible for FY20 raises under the terms of this
21 Memorandum of Understanding, whether or not they remain in the bargaining unit, provided that they
22 remain in an active appointment upon the date of positive ratification of the Agreement, and that:
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24 ~~Employees in an active appointment upon the date tentative agreement is reached between the Parties~~
25 ~~who meet each of the following conditions are eligible for merit increases effective January 1, 2020 (for~~
26 ~~12-month appointments) and February 1, 2020 (for 9-month appointments).~~
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- 28 ~~1. The employee was employed in a bargaining unit position on January 1, 2020 (for 12-month~~
29 ~~appointments) or February 1, 2020 (for 9-month appointments);~~
30 ~~2. 1. The employee had an appointment at OSU during the 2018-2019 academic year; and~~
31 ~~3. 2. The employee met expectations in their last PROF or merit review.~~
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33 An eligible employee who complied with the written requirements for the merit review process of their
34 employing unit will not be denied eligibility for a merit increase because the Employer did not complete
35 the merit review or PROF process.
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37 **Section 2. Merit Pool.** Effective January 1, 2020 (for 12-month appointments) and February 1, 2020 (for
38 9-month appointments), the Employer will implement a salary increase program equivalent to 3.0% of the
39 total salary pool of bargaining unit employees. Eligible bargaining unit members, as described in Section
40 1, will receive a merit increase of at least 1.8%. No merit increase may exceed 6.0%.
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42 **Section 3. Assessment of Merit.** Merit increases should be based on the assessment of the bargaining
43 unit member's job performance relative to their position description as measured in the bargaining unit
44 member's Periodic Review of Faculty (PROF) and/or unit-level merit review processes.
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46 **Section 4. Application of Merit Increases.** Eligible bargaining unit members, as defined in Section 1, will
47 have their merit increases applied effective January 1, 2020 (for 12-month appointments) and February

1 1, 2020 (for 9-month appointments). With the understanding that the Parties reach an agreement by June
2 1, 2020, the Employer will notify the individual of the retroactive salary owed ~~will be paid~~ prior to the
3 end of the 2019-2020 fiscal year and will make every effort to disperse that salary by the end of the 2019-
4 2020 fiscal year.